

Notice of Meeting

Leader Decisions

**Date & time**

Monday, 5 June
2017 at 11.30 am

Place

Committee Room D
County Hall, Kingston
upon Thames, KT1
2DN

Contact

Andrew Baird or Joss
Butler
Room 122, County Hall
Tel 020 8541 7609 or 020
8541 9702

Chief Executive

David McNulty

andrew.baird@surreycc.gov.uk
joss.butler@surreycc.gov.uk



We're on Twitter:
[@SCCdemocracy](https://twitter.com/SCCdemocracy)

If you would like a copy of this agenda or the attached papers in another format, eg large print or braille, or another language please either call 020 8541 9122, write to Democratic Services, Room 122, County Hall, Penrhyn Road, Kingston upon Thames, Surrey KT1 2DN, Minicom 020 8541 8914, fax 020 8541 9009, or email Democratic.services@surreycc.gov.uk.

This meeting will be held in public. If you would like to attend and you have any special requirements, please contact Andrew Baird or Joss Butler on 020 8541 7609 or 020 8541 9702.

Leader
Mr David Hodge CBE

AGENDA

1 DECLARATIONS OF INTEREST

All Members present are required to declare, at this point in the meeting or as soon as possible thereafter

- i. Any disclosable pecuniary interests and / or
- ii. Other interests arising under the Code of Conduct in respect of any item(s) of business being considered at this meeting

NOTES:

- Members are reminded that they must not participate in any item where they have a disclosable pecuniary interest
- As well as an interest of the Member, this includes any interest, of which the Member is aware, that relates to the Member's spouse or civil partner (or any person with whom the Member is living as a spouse or civil partner)
- Members with a significant personal interest may participate in the discussion and vote on that matter unless that interest could be reasonably regarded as prejudicial.

2 PROCEDURAL MATTERS

a Members' Questions

The deadline for Members' questions is 12pm four working days before the meeting (30 May 2017).

b Public Questions

The deadline for public questions is seven days before the meeting (29 June 2017).

c Petitions

The deadline for petitions was 14 days before the meeting, and no petitions have been received.

3 PROPOSED AMALGAMATION OF STARHURST AND CHART WOOD SCHOOLS

(Pages 1
- 32)

Surrey County Council (SCC) has consulted on a proposal to amalgamate Starhurst School in Dorking and Chart Wood School in Merstham from 1 September 2017 so that the south east area has one single school for pupils with social, emotional and mental health needs (SEMH). The consultation period was from 8 February to 8 March 2016 and there were three public meetings held during this time. The Cabinet Member for Schools, Skills and Educational Achievement approved the proposal in June 2016. Following the decision, information was received that challenged the approach to the process used at the time. To remedy the situation, new statutory notices were issued on 8 March 2017, displayed at each school and published in the local newspaper. The notice stated the intent to amalgamate the two schools, via the closure of Starhurst and increasing the pupil numbers to 105 at Chart Wood, and additionally to

locate the school on a single site from September 2019 and reduce the number of residential places to 24 when the transfer to the new site is complete.

The Leader of the Council is asked to review the proposal and comments received during the consultation and statutory notice periods as described in the associated Annexes and, on that basis, decide whether to approve the closure of Starhurst School, as an integral element of the proposed amalgamation with Chart Wood School, effective from September 2017.

4 EXCLUSION OF THE PUBLIC

Recommendation: That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information under the relevant paragraphs of Part 1 of Schedule 12A of the Act.

5 AMALGAMATION OF STARHURST AND CHART WOOD SCHOOLS

(Pages
33 - 42)

This is a Part 2 Annex relating to item 3.

The information contained within may not be published or circulated beyond this report.

Exempt: Not for publication under Paragraph 3

Information relating to the financial or business affairs of any particular person (including the authority holding that information)

David McNulty
Chief Executive

Published: Thursday, 25 May 2017

MOBILE TECHNOLOGY AND FILMING – ACCEPTABLE USE

Those attending for the purpose of reporting on the meeting may use social media or mobile devices in silent mode to send electronic messages about the progress of the public parts of the meeting. To support this, County Hall has wifi available for visitors – please ask at reception for details.

Anyone is permitted to film, record or take photographs at council meetings. Please liaise with the council officer listed in the agenda prior to the start of the meeting so that those attending the meeting can be made aware of any filming taking place.

Use of mobile devices, including for the purpose of recording or filming a meeting, is subject to no interruptions, distractions or interference being caused to the PA or Induction Loop systems, or any general disturbance to proceedings. The Chairman may ask for mobile devices to be switched off in these circumstances.

It is requested that if you are not using your mobile device for any of the activities outlined above, it be switched off or placed in silent mode during the meeting to prevent interruptions and interference with PA and Induction Loop systems.

Thank you for your co-operation

This page is intentionally left blank

SURREY COUNTY COUNCIL**LEADER OF THE COUNCIL****DATE: 31 MAY 2017****LEAD OFFICER: JULIE FISHER, DEPUTY CHIEF EXECUTIVE****SUBJECT: PROPOSED AMALGAMATION OF STARHURST AND CHART WOOD SCHOOLS****SUMMARY OF ISSUE:**

Surrey County Council (SCC) has consulted on a proposal to amalgamate Starhurst School in Dorking and Chart Wood School in Merstham from 1 September 2017 so that the south east area has one single school for pupils with social, emotional and mental health needs (SEMH). The consultation period was from 8 February to 8 March 2016 and there were three public meetings held during this time. The Cabinet Member for Schools, Skills and Educational Achievement approved the proposal in June 2016. Following the decision, information was received that challenged the approach to the process used at the time. To remedy the situation, new statutory notices were issued on 8 March 2017, displayed at each school and published in the local newspaper. The notice stated the intent to amalgamate the two schools, via the closure of Starhurst and increasing the pupil numbers to 105 at Chart Wood, and additionally to locate the school on a single site from September 2019 and reduce the number of residential places to 24 when the transfer to the new site is complete.

The Leader of the Council is asked to review the proposal and comments received during the consultation and statutory notice periods as described in the associated Annexes and, on that basis, decide whether to approve the closure of Starhurst School, as an integral element of the proposed amalgamation with Chart Wood School, effective from September 2017.

RECOMMENDATIONS:

It is recommended that the Leader of the Council approves the closure of Starhurst School as part of the proposed amalgamation with Chart Wood School, such that there will be one school for pupils with social, emotional and mental health needs (SEMH) in the south east area of the County from 1 September 2017. The school will move to a new site in Dorking reducing the number of residential places to 24 upon completion of the capital scheme. The decision should be taken in conjunction with the Part 2 Annex to this report, attached as item 6 to this agenda.

REASON FOR RECOMMENDATIONS:

This proposal will streamline SEMH provision in the south east of Surrey. It will allow for the more effective use of the available Special Educational Needs and Disabilities (SEND) resources. The aim is to develop outstanding provision with a larger and more sustainable single special school for SEMH in the east quadrant of Surrey based on one site in Dorking. Critically it will release the site of Chart Wood in Merstham to allow for delivery of a new mainstream secondary free school.

The Leader is asked to take a decision prior to 6 June 2017 otherwise, in accordance

with statutory processes, the decision will pass to the Schools Adjudicator to make.

<u>DETAILS:</u>

Business Case

1. Starhurst School in Dorking offers educational provision for boys aged 11-16, with some residential places. Starhurst was rated as Good by Ofsted during its last inspection in October 2013. An inspection of the residential provision took place in November 2015 and this was also judged to be Good.
2. Chart Wood School in Merstham, previously called St Nicholas School, offers educational provision for boys aged 9 -16, with some residential places. The last inspection visit by Ofsted in September 2013 rated the school as Good, with behaviour and safety of pupils and overall effectiveness of the residential provision both rated as Outstanding. The school has recently extended its age range to admit up to 10 primary aged children to enable more pupils to access specialist provision at an earlier age.
3. From September 2015, the Headteacher of Chart Wood School has been acting as Executive Head across both schools. Discussions with County Council officers, the Executive Headteacher and Governors have taken place as to the future of SEMH provision in the south east area. Working in partnership with the local authority, the senior leadership team at the school has the ultimate aim of making a combined arrangement for outstanding provision for this group of disadvantaged children and young people in Surrey.
4. The amalgamation of the two schools will form one school for pupils with SEMH from the age of 9 to 16 in the south east quadrant of Surrey. This replicates arrangements that exist in the north west of the county, with the other specialist school in the county for SEMH, Wishmore Cross in Chobham. Both Starhurst and Chart Wood schools offer similar provision for pupils that have SEMH. Both schools are located in the south east quadrant of Surrey, approximately 11 miles from each other. As the schools are located within reasonable proximity of each other, rationalising the arrangements to create one school would combine good practice from each and would develop a larger school which is more sustainable in the longer term.
5. The Ofsted report for St Nicholas School, the predecessor of Chart Wood School, from September 2013, rates the school as 'Good', with the behaviour and safety of pupils and the overall effectiveness of the residential provision both rated as 'Outstanding'. In particular, this report noted that "the headteacher is an exceptional leader who is constantly looking at ways to improve the well-being of students. He is very well supported by strong senior leaders and by the effective governing body. Senior leaders are highly visible about the school and are seen as very supportive by staff and students. The residential facility is very well managed. A highly effective head of boarding ensures the residential provision is an integral part of the school." Delivery of a new, purpose-built facility for the newly amalgamated provision will enable the school to build upon these strengths and to continue to provide positive outcomes for SEMH pupils into the future.
6. Rationalising the arrangements to create one school would combine good practice from each and augment the cohesiveness of the school community.

Additionally, the larger, integrated school model allows for economies of scale to be implemented that would make the school more financially sustainable in the longer term. Consolidating the school's operation on a single site will enable the elimination of cost duplication, with resources being deployed to maximum effect in terms of outcome realisation. In particular, a purpose built single building will be more efficient in terms of utilities expenditure, which will equate to significant revenue savings moving forward.

7. In order to provide for this rationalisation of provision, it is proposed to locate an entirely new, purpose-built building on Starhurst's Dorking site. The new Chart Wood School will provide key stage two and secondary school places for 105 pupils with SEMH special educational needs, as well as residential accommodation for 24 pupils who will board during the week. The proposed scheme is comprised of two wings linked by a central space which accommodates the main entrance, gymnasium and library space. The arrangement of the accommodation ensures that there is a discrete separation between educational facilities and the more homely environment of the residential provision.
8. This proposal links with a basic need for school places in the Reigate and Redhill planning area. The current Chart Wood site in Merstham will be released to enable the establishment of a free secondary and potentially a free primary school the capital for which will be provided by the Education Skills Funding Agency. The capital build for the amalgamated school was approved by the Cabinet in February 2017.
9. Significant efficiencies will be achieved as a result of providing a new replacement building. The planned maintenance programme for the existing schools suggest a high level of investment to maintain the fabric and services over the coming years at an estimated cost of £1.7m. In addition, as a result of the poor condition of the buildings, a significant sum is being spent annually on reactive revenue maintenance calls, which will be avoided in the future.
10. When the move to a single site in Dorking occurs there will be a reduction to the number of residential beds available from 44 to 24. Whilst this reduction of 20 beds appears to be a significant drop it reflects the current occupancy rates, which in February 2017 were 7 at Starhurst and 17 at Chart Wood.
11. The future transition to a single site will mean that there are likely to be some changes to staff working arrangements and for some, living arrangements. These are currently being determined and this process will involve detailed work with the staff concerned, together with support from Union and HR representatives.
12. There will be no change to pupil admissions or the needs of the pupils that currently attend the schools. Appropriate pupils will continue to access the amalgamated school according to the processes that are currently in place for children and young people with an Education Health Care plan. However, with the move to a single site there may be opportunities to rationalise transport arrangements for pupils. From the current cohort of 95 pupils across both sites, 22% live closer to Chart Wood. The remaining 78% pupils live closer to the Starhurst site and would be likely to have reduced travel times as a result of the amalgamation. This may also impact on the number of pupils that require residential provision.

13. In the interim period between the initial amalgamation of the schools across two sites and the eventual transition to a single site, it is likely that revenue funding to support the re-organisation will be required.

CONSULTATION:

14. A consultation period started on 8 February 2016 and concluded at noon on 8 March 2016. During the consultation period, three public meetings were held: at St Nicholas on 22 February and at Starhurst on 26 February and 1 March 2016. Altogether there were over 80 attendees across the three meetings, with the audiences consisting of parents, staff and local residents.
15. A total of 13 written responses were received during the consultation period via the Surrey Says website, post and email:

Young Person attending Starhurst	0
Young Person attending St Nicholas	0
Parent/carer of a young person attending Starhurst	2
Parent/carer of a young person attending St Nicholas	2
Starhurst staff or governing body	1
St Nicholas staff or governing body	0
Education professional	0
Healthcare professional	0
Social care professional	0
Other (includes 1 parent, school not specified)	8

16. Of the responses to the consultation received 54% agreed, 38% disagreed and 8% didn't know if they agreed or disagreed with the proposal to amalgamate the schools. A large number of responses provided written commentary which can be broadly grouped into the following themes: concerns relating to pupils, concerns relating to staff, future pupil numbers, concerns relating to buildings and moving
17. Concerns relating to pupils - respondents highlighted that the needs of the children currently attending the two schools mean that they are very sensitive to change and respondents were concerned to ensure that the needs of children attending the school remained paramount. Some felt that a particular focus would need to be given to strategic planning to ensure that any change is planned in advance with the school community to allow vulnerable students time to adapt. Consideration should also be given as to how to strategically plan for changes in teaching assistants and teachers.
18. Concerns relating to staff - the impact on teaching staff regarding job retention and living arrangements was mentioned by one respondent, who gave significant weight to this concern. It was felt that the retention of excellent staff was important to the success of the proposal, and that communication would be vital to securing an adequate resolution.
19. Future pupil numbers - respondents highlighted that future pupil numbers were a concern. Noticeably the perspective of this concern varied greatly between respondents: with some feeling that reducing the overall number of places available would have a negative impact as it reduced availability, whilst others were concerned with larger numbers on one site and the

potential for larger class sizes. Some respondents put forward suggestions of particular class arrangements, such as four classes of five pupils.

20. Concerns relating to buildings and moving - this largely mirrored concerns raised relating to pupils and how their needs would be affected by building works and site changes. Respondents felt that there would need to be an extremely open channel of communication with any contractors to minimise the impact on student's sensitivities and disruption to the school. Respondents were concerned to ensure that the amalgamation is supported by a quality building programme which will provide state of the art facilities for a vulnerable group of pupils.
21. The Statutory Notice period ran from 8 March to noon on 6 April 2017 and generated 1 further response to the proposal.
22. The respondent raised issues regarding the pupil numbers at the school and the impact of large busy environments on this particular need of pupils. In response to this point, the Local Authority has worked very closely with the school to identify the maximum number of pupils the school could accommodate, with the agreement reached that 105 would be the optimum number accommodated on a single site. With regard to the development of the new school the aim has been to create an environment that can successfully meet the needs of this cohort of students. The school leadership team has contributed to an effective building solution to accommodate this number of pupils, fully taking into account the requirements of the pupils.

RISK MANAGEMENT AND IMPLICATIONS:

23. If the amalgamation did not occur then there is a risk that Special Educational Needs and Disabilities (SEND) resources would not be used as effectively as possible in the quadrant and one or other of the schools could become unsustainable in the future. If either one of the schools became unsustainable there would be a risk of being unable to make the necessary maintained provision for this type of pupil. This would then lead to provision being required from the non-maintained and Independent sector, at a much higher per pupil cost.
24. There is significant pressure on expenditure for Special Educational Needs and Disability provision and a duty for the authority to ensure that this funding is used to maximum effect. The amalgamation would create a larger more sustainable organisation, leading to more efficient use of public resources. If the amalgamation did not happen there is the risk that two smaller schools would be unable to offer specialist support to vulnerable pupils with an Education Health and Care Plan.
25. There is significant demand for mainstream provision in the Reigate and Redhill area. The release of the Chart Wood site in Merstham will allow this basic need to be met with the Education and Skills Funding Agency investing approximately £26m to establish a new secondary and primary school. If the amalgamation and move to a new site did not happen this basic need would otherwise have to be funded by SCC.

Financial and Value for Money Implications

26. Starhurst School is one of the smallest SEN schools in Surrey. In addition, the school is also undersubscribed, meaning that it is currently operating with vacant places and latent unused capacity which is causing significant financial challenges in sustainability alongside providing the resources to develop outstanding provision. An aim of the amalgamation is to create a single outstanding school which is fully utilising all of its planned school places. To do this, the initial stages of the amalgamation will address the current undersubscription, so that resources can be more effectively used. In extending the planned place numbers at Chart Wood School to 105 this closer reflects the occupancy rates across both schools and will address the undersubscription at Starhurst. Once the move to the new site in Dorking is effected it is anticipated that the school will be operating at full capacity.
27. Once the amalgamated school is located on one site there will be economies of scale obtained. There will be one building to maintain and a greater level of flexibility with a larger budget to deploy staff and curriculum resources more effectively.
28. The amalgamation and relocation of Chart Wood will allow the release of the current Merstham site to the Department for Education for the creation of two new free schools. The capital costs related to developing one maintained special school against having to provide land and capital costs for one mainstream primary and one secondary school offer good value for money.

Section 151 Officer Commentary

29. The capital aspects of this scheme have been considered and are reasonable in the wider context of the all through primary and secondary free school. The revenue analysis and considerations for the new school are still at an early stage, and they need to work towards ensuring Chart Wood is financially viable and sustainable in the future.

Legal Implications – Monitoring Officer

30. Section 13 of the Education Act 1996 places a general duty on the Council to secure that efficient primary and secondary education is available to meet the needs of the population in its area. In doing so, the Council is required to contribute to the spiritual, moral, mental and physical development of the community. Section 14 of the Education Act 1996 places a duty on the Council to secure that sufficient schools for providing primary and secondary education are available in its area.
31. The public sector equality duty in Section 149 of the Equality Act 2010 applies to the decision to be made by the Leader in this report. There is a requirement when deciding upon the recommendations to have due regard to the need to advance equality of opportunity for people with protected characteristics, foster good relations between such groups, and eliminate any unlawful discrimination.
32. An equalities impact assessment has been completed in relation to this decision, as set out in paragraphs 35 - 38, below. In considering this proposal, the Leader must take into account the outcome of the assessment and the actions put in place to mitigate any negative impacts identified

33. There is a statutory requirement for consultation in this context as set out in the School Organisation (Prescribed Alterations to Maintained School) Regulations 2013. Such consultation will need to involve those directly affected by such changes together with relevant representative groups.
34. This report sets out the consultation process that has taken place and in considering this Report, the Leader must give due regard to the results of the consultation as set out and the response of the Service to the consultation comments and conscientiously take these matters into account when making its final decision.
35. The Local Authority as decision maker must determine whether to give approval to the closure of Starhurst School within two months of the end of the representation period or this must be referred to the Schools Adjudicator.

Equalities and Diversity

36. No impacts have been identified as part of the initial amalgamation over two sites. The schools will continue to offer provision as they have done previously, with no changes for children and young people or staff.
37. For the second phase of the project, relocating to a single site and a reduction of residential spaces a full Equality Impact Assessment (EIA) has been undertaken.
38. In relation to potential negative impacts on pupils identified in the EIA. For pupils with a disability that may experience difficulties with change it is proposed that the school outlines a plan to prepare pupils for the changes that will happen in the future. With regard to the reduction of residential spaces as this reflects current usage no mitigation is required.
39. In relation to the potential negative impact identified regarding the protected characteristic of age of staff the following work will be carried out to ensure that staff are being supported appropriately. Curriculum Vitae support and careers counselling will be provided. Staff will be entitled to redeployment and will be supported through this process. All staff over 55 who are made redundant will be entitled to early release of their pension should they be unsuccessful with redeployment. In respect of the potential negative impact of staff identified as having the protected characteristic related to pregnancy and maternity, actions include raising future changes as appropriate during maternity periods through keeping in touch opportunities.

Safeguarding responsibilities for vulnerable children and adults implications

40. Safeguarding vulnerable children is a high priority in all Surrey schools. Schools have considerable expertise in safeguarding vulnerable children and adhere to robust procedures. The amalgamated school would continue to apply good practice in the area of safeguarding, following the same good and outstanding practices that the two individual schools are currently. In addition, safeguarding is a key area for monitoring when Ofsted carries out inspections.

WHAT HAPPENS NEXT:

41. Subject to the Leader of the Council approval of the Statutory Notice, the proposal will be determined and Starhurst and Chart Wood Schools will amalgamate to form one school for pupils with SEMH, across two separate sites from 1 September 2017 for 105 pupils. The amalgamated school will be located on a single site in Dorking from September 2019 and when this happens the number of residential places for pupils will reduce to 24.

Contact Officer:

Julie Beckett, School Commissioning Officer, Tel: 01483 518109

Consulted:

County Councillors for the Dorking and Merstham areas
 All special schools
 All parents of young people at Starhurst and Chart Wood schools
 All staff and the Governing bodies at Starhurst and Chart Wood
 Family Voice
 SCC Officers
 Unions
 Babcock 4S Consultants

Annexes:

Annex 1 - Statutory Proposal March 2017: Closure of Starhurst School
 Annex 2 - Proposal for Prescribed Alterations March 2017

Sources/background papers:

School Organisation Consultation paper: Proposal to amalgamate Starhurst and St Nicholas Schools 2016
 Amalgamation consultation outcomes 14 March 2016
 Surrey County Council Cabinet paper 28 February 2017 Chart Wood School Dorking, Proposed Rationalisation onto one site
 Surrey County Council Cabinet Member Schools, Skills and Educational Achievement Paper June 2016 Amalgamation of Starhurst and St Nicholas Schools
 Equality Impact Assessment April 2016

Amalgamation of Starhurst School (community special school) with Chart Wood School (community special school)

Statutory proposal for the closure of Starhurst School (community special school)

Notice is given in accordance with The School Organisation (Establishment and Discontinuance of Schools) Regulations 2013 that Surrey County Council intends to discontinue **Starhurst School** with effect from 31 August 2017. This proposal is related to the local authority's proposal to make the following prescribed alterations to Chart Wood School in accordance with The School Organisation (Prescribed Alternations to Maintained Schools) (England) Regulations 2013.

- to increase the total pupil numbers at Chart Wood School to 105 pupils from September 2017
- to transfer all pupils to a new site at RH5 4DB (the current Starhurst Site), anticipated to be from September 2019 once the capital scheme has been completed.
- Once the transfer to a new site is complete there will be a reduction of residential places to 24.

The closure of Starhurst School reflects one half of the process of amalgamating the two schools, with the enlargement of premises and increase in pupil numbers at Chart Wood reflecting the other essential step in this respect.

Contact details

Name and address of local authority publishing the proposal:

Surrey County Council, County Hall, Penrhyn Road, Kingston upon Thames, Surrey, KT1 2DN

Name, address and category of school proposed to be discontinued:

Starhurst School (community special school), Chart Lane South, Dorking, RH5 4DB

Contact details during statutory representation period:

Julie Beckett, School Commissioning team, Surrey County Council, County Hall, Penrhyn Road, Kingston upon Thames, KT1 2DN

Email: schoolorg@surreycc.gov.uk

Web: www.surreysays.co.uk

Implementation

Date on which it is proposed to close the school:

31 August 2017

Reason for closure

Surrey County Council, in partnership with the governing body of the School, is proposing that Starhurst School and Chart Wood School amalgamate to become one special school based across two sites from September 2017.

It is proposed to implement the amalgamation through the closure of Starhurst School (community special school) and a prescribed alteration by enlarging the premises to increase the number of pupils at Chart Wood School (community special school).

All children on roll at either school as of 1st September 2017 will automatically continue to have a place at Chart Wood School.

Pupil numbers and admissions

The numbers for whom provision is currently made at the school:

Starhurst School currently has 50 planned places for young men with social, emotional and behavioural difficulties from Years 7 to 11 (aged 11 to 16). In addition to day school places the school also has residential provision available on the site. Appropriate pupils will continue to access the day and residential provision at Chart Wood School using the current processes for pupils with Education Health Care Plans.

Displaced pupils

This proposal forms part of an amalgamation, and therefore no pupils at the school will be displaced. From 1st September 2017, pupils currently at Starhurst School will have places at Chart Wood School.

However, the current Starhurst school site is subject to a new building programme to develop a purpose built special school for 105 places for pupils with social, emotional and mental health (SEMH) needs, together with 24 residential spaces. This newly built school will accommodate pupils that are currently attending both the Starhurst and Chart Wood sites. The newly built Chart Wood School is scheduled to be completed in September 2019. In the interim period pupils currently attending the Starhurst site will be 'decanted' to another site, either Chart Wood or an alternative site in the Redhill or Reigate location, which is over 3 miles from the Starhurst site.

Impact on the community

Starhurst and Chart Wood Schools provide for similar special educational needs provision and serve a similar geographic area. It is anticipated that there will not be any adverse impact on the communities.

Special educational needs provision

The aim of the amalgamation is to create one outstanding special school for pupils with SEMH needs based in the south-east quadrant of Surrey but accessible to pupils from across the county. Currently both schools offer provision to pupils with this type of need and are located relatively close to each other.

Upon the retirement of the previous headteacher at Starhurst the existing headteacher at Chart Wood has been acting as an Executive Head across both schools. Starhurst School is one of the smallest specialist schools in Surrey and has been undersubscribed, leading to vacant places and latent unused capacity which has caused significant financial challenges in sustainability, alongside providing resources to develop outstanding provision.

Rationalising the arrangements would combine the good practice from both schools into one larger school, which is more sustainable in the longer term. This would be supported by a capital investment programme to develop outstanding accommodation in which to support the good educational outcomes for this disadvantaged group of pupils.

Travel

Both schools are located relatively close to each other in the South East quadrant of Surrey. Many pupils already travel into both schools by taxi and this is likely to continue. The amalgamation may provide an opportunity to seek more effective transport solutions in the future.

PROPOSALS FOR PRESCRIBED ALTERATIONS OTHER THAN FOUNDATION PROPOSALS:

Notice is given in accordance with The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013, that Surrey County Council intends to make a significant change to Chart Wood School, Taynton Drive, Merstham, Surrey, RH1 3PU by enlarging the premises to increase pupil numbers.

In respect of an LEA Proposal: School and local education authority details

1. The name, address and category of the school.

Chart Wood School, Taynton Drive, Merstham, Redhill, Surrey, RH1 3PU

Community Special School

Surrey County Council, County Hall, Penrhyn Road, Kingston upon Thames, Surrey, KT1 2DN

Implementation and any proposed stages for implementation

2. The date on which the proposals are planned to be implemented, and if they are to be implemented in stages, a description of what is planned for each stage, and the number of stages intended and the dates of each stage.

Surrey County Council is proposing to enlarge the premises to increase the pupil numbers at Chart Wood School from September 2017.

This proposal is linked to the proposal to close Starhurst School. Through the two proposals the two existing schools will be amalgamated into one community special school for pupils with Social Emotional and Mental Health (SEMH) needs in the south east quadrant of Surrey. There are no other schools in this area that would be affected by this proposal due to the nature of the specialism.

It is also proposed to transfer all pupils to a new site at Chart Lane South, Dorking, RH5 4DB (the current Starhurst Site) which is anticipated to be from September 2019, once the new building has been completed. Once this process is complete Surrey County Council is proposing to decrease the residential provision from 44 to 24 places.

Objections and comments

3. A statement explaining the procedure for making representations, including —
 - (a) the date prescribed in accordance with paragraph 29 of Schedule 3 (GB proposals)/Schedule 3 paragraph 1 (c) (LA proposals) of The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013, by which objections or comments should be sent to the local education authority; and the address of the authority to which objections or comments should be sent.

Until midday on Thursday 6 April 2017, any person may object to or make comments on the proposals by sending the representations to:

Julie Beckett, School Commissioning Team, Surrey County Council, Room 326, County Hall, Kingston Upon Thames, Surrey, KT1 2DN

Or by email: schoolorg@surreycc.gov.uk

Or by accessing the consultation online on the 'Supersays' website by searching for the school's consultation

(school name or post code), or by scrolling through the list of open consultations.

3

Alteration description

4. A description of the proposed alteration and in the case of special school proposals, a description of the current special needs provision.

Surrey County Council is proposing to amalgamate the schools into a single school, initially based over the two current sites. This is to be achieved by closing Starhurst School and enlarging the premises to increase the pupil numbers at Chart Wood school to accommodate the displaced pupils. The eventual aim is to locate the amalgamated school on one site.

Chart Wood is a specialist school for boys and young men aged 9-16 with Social, Emotional and Mental Health (SEMH) needs. Starhurst School is a specialist school for young men aged 11-16 with SEMH.

School capacity

5.—(1) Where the alteration is an alteration falling within any of paragraphs 1 to 4, 8, 9 and 12-14 of Schedule 2 (GB proposals)/paragraph 1 of Schedule 2 (LA proposals) to The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013 (as amended), the proposals must also include —

- (a) details of the current capacity of the school and, where the proposals will alter the capacity of the school, the proposed capacity of the school after the alteration;

Chart Wood School is a special day and residential school currently with 70 planned places for boys and young men aged 9-16.

Starhurst School is a special day and residential school currently with 50 planned places for boys aged 11-16.

The linked proposal regarding the closure of Starhurst and enlarging the premises to increase of numbers at Chart Wood would provide 105 school places in total, which is a decrease of 15 places.

- (b) details of the current number of pupils admitted to the school in each relevant age group, and where this number is to change, the proposed number of pupils to be admitted in each relevant age group in the first school year in which the proposals will have been implemented;

Include the current year group splits

Once located on the same site the amalgamated school will be able to accommodate up to 5 pupils in each year group from Year 5 to Year 6, up to 17 pupils in Year 7, up to 18 pupils in Year 8, and up to 20 pupils in each year group from Year 9 to Year 11. This would be a total of 105 pupils across all year groups.

- (c) where it is intended that proposals should be implemented in stages, the number of pupils to be admitted to the school in the first school year in which each stage will have been implemented;

The linked proposal for the amalgamation would come into effect from 1 September 2017. All children on roll at either school as of 1st September will automatically continue to have a place at Chart Wood School. It is anticipated that 13 pupils will be admitted into Year 7 in September 2017.

- (d) where the number of pupils in any relevant age group is lower than the indicated admission number for that relevant age group a statement to this effect and details of the indicated admission number in question.

Starhurst school has previously been undersubscribed. Existing Year 6 pupils currently attending Chart Wood will

continue to attend the school and move into Year 7 alongside the newly admitted pupils.

(2) Where the alteration is an alteration falling within any of paragraphs 1, 2, 9, 12 and 13 of Schedule 2 (GB proposals) /paragraph 1, of Schedule 2 (LA proposals) to The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013 (as amended), a statement of the number of pupils at the school at the time of the publication of the proposals.

As of February 2017 there were 63 pupils on roll at Chart Wood School and 35 pupils on roll at Starhurst School.

Implementation

6. Where the proposals relate to a foundation or voluntary controlled school a statement as to whether the proposals are to be implemented by the local education authority or by the governing body, and, if the proposals are to be implemented by both, a statement as to the extent to which they are to be implemented by each body.

N/A

Additional Site

7.—(1) A statement as to whether any new or additional site will be required if proposals are implemented and if so the location of the site if the school is to occupy a split site.

Current pupils will continue to attend either the Starhurst (Dorking) site or the Chart Wood (Merstham) site. The current Starhurst site is subject to a capital build programme to develop a purpose built special school for 105 places, together with 24 residential spaces. The newly built Chart Wood School is scheduled to be completed in September 2019 and will accommodate all the pupils that are currently attending both the Starhurst and Chart Wood sites. In the interim period pupils currently attending the Starhurst site will be 'decanted' to another site, either Chart Wood (Merstham) or an alternative site in the Redhill or Reigate location, which is over 3 miles from the Starhurst site.

(2) Where proposals relate to a foundation or voluntary school a statement as to who will provide any additional site required, together with details of the tenure (freehold or leasehold) on which the site of the school will be held, and if the site is to be held on a lease, details of the proposed lease.

N/A

Changes in boarding arrangements

8.—(1) Where the proposals are for the introduction or removal of boarding provision, or the alteration of existing boarding provision such as is mentioned in paragraph Schedule 2 (GB proposals)/7 or paragraph 12 of Schedule 2 to The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013 (as amended)

the number of pupils for whom it is intended that boarding provision will be made if the proposals are approved;

Once Chart Wood has been relocated to the new site, a total of 24 residential places will be provided. This is a reduction of residential places from 44 to 24.

(a) the arrangements for safeguarding the welfare of children at the school;

No change to existing arrangements.

- (b) the current number of pupils for whom boarding provision can be made and a description of the boarding provision; and

As of February 2017, there are currently a total of 17 residential pupils at Chart Wood and a total of 7 residential pupils at Starhurst.
Capacity is currently 24 at Chart Wood.
Capacity is currently 20 at Starhurst.

- (c) except where the proposals are to introduce boarding provision, a description of the existing boarding provision.

As above

(2) Where the proposals are for the removal of boarding provisions or an alteration to reduce boarding provision such as is mentioned in paragraph of Schedule 2 (GB proposals)/7 or paragraph 12 of Schedule 2(LA proposals) to The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013 (as amended)

- (a) the number of pupils for whom boarding provision will be removed if the proposals are approved; and

There will be a reduction of 20 boarding places, however this is in line with current occupancy rates.

- (b) a statement as to the use to which the former boarding accommodation will be put if the proposals are approved.

Once Chart Wood has moved to the new site at RH5 4DB (the current Starhurst site)the existing boarding accommodation will no longer be available. At this stage any proposal for the existing Chart Wood site is under discussion and agreement as to the future use has not yet been formally determined.

Transfer to new site

9. Where the proposals are to transfer a school to a new site the following information—

- (a) the location of the proposed site (including details of whether the school is to occupy a single or split site), and including where appropriate the postal address;

All pupils will transfer to a new site at RH5 4DB (the current Starhurst site) which is anticipated to be from September 2019, once the capital scheme has been completed.

- (b) the distance between the proposed and current site;

The distance between Chart Wood School and Starhurst School is approximately 8 miles as the crow flies, or approximately 10½ miles by road.

- (c) the reason for the choice of proposed site;

Located in a position in Surrey which is better accessible from other parts of the county. The site size is more in line with the requirements in Building Bulletin 104 and is therefore a more efficient use of the existing space.

(d) the accessibility of the proposed site or sites;

Fully accessible as it is currently being used as a special school.

(e) the proposed arrangements for transport of pupils to the school on its new site; and

Currently pupils are transported to both schools using either taxi or minibus. It is proposed that this arrangement will continue in the future.

(f) a statement about other sustainable transport alternatives where pupils are not using transport provided, and how car use in the school area will be discouraged.

Home to school transport costs may be reduced as pupils would be transported to one single site as opposed to two separate schools.

Objectives

10. The objectives of the proposals.

The aim of the amalgamation is to create one outstanding special school for pupils with SEMH needs based in the south-east quadrant of Surrey but accessible to pupils from across the county. Currently both schools offer provision to pupils with this type of need and are located relatively close to each other.

Consultation

11. Evidence of the consultation before the proposals were published including—

- (a) a list of persons who were consulted;
- (b) minutes of all public consultation meetings;
- (c) the views of the persons consulted;
- (d) a statement to the effect that all applicable statutory requirements in relation to the proposals to consult were complied with; and
- (e) copies of all consultation documents and a statement on how these documents were made available.

The consultation process started on 8 February and concluded on 8 March 2016. An explanatory consultation document was made available to the public via the school's website and was also published on the Surrey County Council website. Parents' and local residents attention was drawn to this report and their views invited.

Three public meetings were held at St Nicholas (now Chart Wood) School on 22 February, and at Starhurst School on 26 February and 1 March 2016. Altogether over 80 parents, staff and local residents attended the three meetings.

Thirteen responses to the consultation were received:

54% agreed with the proposal

38% did not agree with the proposal

8% did not know if they agreed or disagreed with the proposal

All the statutory requirements in relation to the proposals to consult were complied with. The following people were made aware of the proposals: parents of children attending St Nicholas School (now Chart Wood), parents of children attending Starhurst School, Surrey Special schools, local mainstream school, Family Voice, Surrey County Council officers, visiting professionals, Other Local Authorities, local County and Borough Councillors, Church of England Diocese and Roman Catholic Diocese.

The documents relating to the proposal are available on the Surrey Says website.

Project costs

12. A statement of the estimated total capital cost of the proposals and the breakdown of the costs that are to be met by the governing body, the local education authority, and any other party.

Feasibility studies are currently being undertaken to for the capital project and project costs will be identified once this process is complete.

13. A copy of confirmation from the Secretary of State, local education authority and the Learning and Skills Council for England (as the case may be) that funds will be made available (including costs to cover any necessary site purchase).

There is no site purchase in this instance and Surrey County Council will fund the project, subject to the usual authorisation processes.

Age range

14. Where the proposals relate to a change in age range, the current age range for the school.

N/A

Early years provision

15. Where the proposals are to alter the lower age limit of a mainstream school so that it provides for pupils aged between 2 and 5—

- (a) details of the early years provision, including the number of full-time and part-time pupils, the number and length of sessions in each week, and the services for disabled children that will be offered;

N/A

- (b) how the school will integrate the early years provision with childcare services and how the proposals are consistent with the integration of early years provision for childcare;

N/A

- (c) evidence of parental demand for additional provision of early years provision;

N/A

- (d) assessment of capacity, quality and sustainability of provision in schools and in establishments other than schools who deliver the Early Years Foundation Stage within 3 miles of the school; and

N/A

- (e) reasons why such schools and establishments who have spare capacity cannot make provision for any forecast increase in the number of such provision.

N/A

Changes to sixth form provision

16. (a) Where the proposals are to alter the upper age limit of the school so that the school provides sixth form education or additional sixth form education, a statement of how the proposals will—

- (i) improve the educational or training achievements;
- (ii) increase participation in education or training; and
- (iii) expand the range of educational or training opportunities for 16-19 year olds in the area;

N/A

- (b) A statement as to how the new places will fit within the 16-19 organisation in an area;

N/A

- (c) Evidence —

- (i) of the local collaboration in drawing up the proposals; and
- (ii) that the proposals are likely to lead to higher standards and better progression at the school;

N/A

- (d) The proposed number of sixth form places to be provided.

N/A

17. Where the proposals are to alter the upper age limit of the school so that the school ceases to provide sixth form education, a statement of the effect on the supply of 16-19 places in the area.

N/A

Special educational needs

18. Where the proposals are to establish or change provision for special educational needs—

- (a) a description of the proposed types of learning difficulties in respect of which education will be provided and, where provision for special educational needs already exists, the current type of provision;

No changes are proposed to the type of learning needs that the school currently makes arrangements for. Chart Wood School offers specialist provision for boys and young men aged 9-16 with Social, Emotional and Mental Health (SEMH). Starhurst School offers specialist learning provision for young men aged 11-16 with SEMH. Without a high level of targeted intervention, pupils are likely to present with significantly challenging behaviour, and have additional needs such as communication and interaction.

- (b) any additional specialist features will be provided;

N/A

- (c) the proposed numbers of pupils for which the provision is to be made;

105 pupils

- (d) details of how the provision will be funded;

No change

- (e) a statement as to whether the education will be provided for children with special educational needs who are not registered pupils at the school to which the proposals relate;

N/A

- (f) a statement as to whether the expenses of the provision will be met from the school's delegated budget;

N/A

- (g) the location of the provision if it is not to be established on the existing site of the school;

Current pupils will continue to attend either the Starhurst (Dorking) site or the Chart Wood (Merstham) site. The current Starhurst site is subject to a capital build programme to develop a purpose built special school for 105 places, together with 24 residential spaces. The newly built Chart Wood School is scheduled to be completed in September 2019 and will accommodate all the pupils that are currently attending both the Starhurst and Chart Wood sites. In the interim period pupils currently attending the Starhurst site will be 'decanted' to another site, some at Chart Wood (Merstham) or an alternative site in the Redhill or Reigate location, which is over 3 miles from the Starhurst site.

- (h) where the provision will replace existing educational provision for children with special educational needs, a statement as to how the local education authority believes that the new provision is likely to lead to improvement in the standard, quality and range of the educational provision for such children; and

Upon the retirement of the previous headteacher at Starhurst the existing headteacher at Chart Wood has been acting as an Executive Head across both schools. Starhurst School is one of the smallest specialist schools in Surrey and has been undersubscribed, leading to vacant places and latent unused capacity which has caused significant financial challenges in sustainability, alongside providing resources to develop outstanding provision.

- (i) the number of places reserved for children with special educational needs, and where this number is to change, the proposed number of such places.

Both schools currently provide 120 places of which 95 are on roll. It is proposed that the newly amalgamated and rebuilt Chart Wood will accommodate 105 pupils, which is a reduction in pupil numbers overall. However this will be an increase in the actual number of pupils that are currently accessing the provision and have been during the past 4 years.

19. Where the proposals are to discontinue provision for special educational needs—

- (a) details of alternative provision for pupils for whom the provision is currently made;

N/A

- (b) details of the number of pupils for whom provision is made that is recognised by the local education authority as reserved for children with special educational needs during each of the 4 school years preceding the current school year;

N/A

- (c) details of provision made outside the area of the local education authority for pupils whose needs will not be able to be met in the area of the authority as a result of the discontinuance of the provision; and

N/A

- (d) a statement as to how the proposer believes that the proposals are likely to lead to improvement in the standard, quality and range of the educational provision for such children.

Rationalising the arrangements would combine the good practice from both schools into one larger school, which is more sustainable in the longer term. This would be supported by a capital investment programme to develop outstanding accommodation in which to support the good educational outcomes for this disadvantaged group of pupils.

20. Where the proposals will lead to alternative provision for children with special educational needs, as a result of the establishment, alteration or discontinuance of existing provision, the specific educational benefits that will flow from the proposals in terms of—

- (a) improved access to education and associated services including the curriculum, wider school activities, facilities and equipment with reference to the local education authority's Accessibility Strategy;
- (b) improved access to specialist staff, both educational and other professionals, including any external support and outreach services;
- (c) improved access to suitable accommodation; and

(d) improved supply of suitable places.

3

The proposal will result in pupils benefiting from appropriate support and facilities, specialist staff and services from a single centre of excellence that provides better value for money and is more sustainable in the long term.

Sex of pupils

21. Where the proposals are to make an alteration to provide that a school which was an establishment which admitted pupils of one sex only becomes an establishment which admits pupils of both sexes—

(a) details of the likely effect which the alteration will have on the balance of the provision of single sex-education in the area;

N/A

(b) evidence of local demand for single-sex education; and

N/A

(c) details of any transitional period which the body making the proposals wishes specified in a transitional exemption order (within the meaning of section 27 of the Sex Discrimination Act 1975).

N/A

22. Where the proposals are to make an alteration to a school to provide that a school which was an establishment which admitted pupils of both sexes becomes an establishment which admits pupils of one sex only—

(a) details of the likely effect which the alteration will have on the balance of the provision of single-sex education in the area; and

N/A

(b) evidence of local demand for single-sex education.

N/A

Extended services

23. If the proposed alterations affect the provision of the school's extended services, details of the current extended services the school is offering and details of any proposed change as a result of the alterations.

N/A

Need or demand for additional places

24. If the proposals involve adding places—

(a) a statement and supporting evidence of the need or demand for the particular places in the area;

N/A

- (b) where the school has a religious character, a statement and supporting evidence of the demand in the area for education in accordance with the tenets of the religion or religious denomination;

N/A

- (c) where the school adheres to a particular philosophy, evidence of the demand for education in accordance with the philosophy in question and any associated change to the admission arrangements for the school.

N/A

25. If the proposals involve removing places—

- (a) a statement and supporting evidence of the reasons for the removal, including an assessment of the impact on parental choice; and

As a result of the amalgamation the reduction in places addresses significant under capacity in the schools overall and includes the under capacity in the residential provision.

Starhurst occupancy rates (50 places)

2012/13 - 72.67%
2013/14 - 86.67%
2014/15 - 81.33%
2015/16 - 80%

Chart Wood (St Nicholas) occupancy rates (60 places)

2012/13 - 76.11%
2013/14 – 92.78%
2014/15 – 99.44%
2015/16 – 102.22%

The removal of places will therefore address the significant under capacity across the schools and create one organisation that will aim to provide outstanding provision, which will be an enhanced educational offer to parents and young people.

In 2016 the age range of Chart Wood was extended and 10 additional planned places were commissioned at Chart Wood to accommodate Year 5 and 6 pupils. This resulted in an increase to 70 pupils overall from September 2016. This additional provision represents an increased offer to families in the east of the county.

- (b) a statement on the local capacity to accommodate displaced pupils.

N/A

Expansion of successful and popular schools

25A. (1) Proposals must include a statement of whether the proposer considers that the presumption for the expansion of successful and popular schools should apply, and where the governing body consider the presumption applies, evidence to support this.

(2) Sub-paragraph (1) applies to expansion proposals in respect of primary and secondary schools, (except for grammar schools), i.e. falling within:

(a) (for proposals published by the governing body) paragraph 1 of Part 1 to Schedule 2 or paragraph 12 of Part 2 to Schedule 2;

(b) (for proposals published by the LA) paragraph 1 of Part 1 to Schedule 2 of the School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013.

3

Chart Wood has been operating at almost full capacity and was judged to be 'Good' at its last Ofsted inspection in September 2013. Starhurst has been operating with vacancies and was also judged to be 'Good' at its last Ofsted inspection in October 2013.

Equality Impact Assessment (EIA)

1. Topic of assessment

EIA title	The Amalgamation of Chart Wood and Starhurst Schools
------------------	--

EIA author	Julie Beckett
-------------------	---------------

2. Approval

	Name	Date approved
Approved by	Liz Mills	12 April 2017

3. Quality control

Version number	1.1	EIA completed	5 April 2017
Date saved	22 May 2017	EIA published	

4. EIA team

Name	Job title	Organisation	Team role
Julie Beckett	School Commissioning Officer	Surrey County Council	School Commissioning Team
Lauren Comer	School Commissioning Assistant	Surrey County Council	School Commissioning Team
Sarah Jeffery	Data Management Team Leader	Surrey County Council	School Commissioning Team
Gabrielle Close	Interim Head of SEND Operations	Surrey County Council	Special Educational Needs Team

5. Explaining the matter being assessed

<p>What policy, function or service is being introduced or reviewed?</p>	<p>Starhurst School is located in Dorking and offers educational provision for young men aged 11-16, with some residential places. Starhurst was rated as 'Good' by Ofsted during its last inspection in October 2013. An inspection of the residential provision took place in November 2015 and this was also judged to be 'Good'.</p> <p>Chart Wood School is located in Merstham and offers educational provision for boys and young men aged 9-16, with some residential places. The last inspection visit by Ofsted in September 2013 rated the school as Good, with behaviour and safety of pupils and overall effectiveness of the residential provision both rated as Outstanding. The school has recently changed age range to admit up to 10 primary aged children so that more pupils can access specialist provision at an earlier age.</p> <p>The Headteacher of Chart Wood School has been acting as Executive Head across both schools.</p> <p>The amalgamation of the two schools will form one school for pupils with Social Emotional and Mental Health needs (SEMH) from the age of 9-16 in the south east quadrant of Surrey.</p>
<p>What proposals are you assessing?</p>	<p>From 1 September 2017 both schools will formally amalgamate, to form one school for pupils with SEMH in the south east area.</p> <p>Initially the single establishment will be based across two sites. From September 2019, the amalgamated school will be located singularly, at the Dorking site.</p> <p>At the time of transfer to a singles site there will be a reduction of residential places from 44 to 24.</p>
<p>Who is affected by the proposals outlined above?</p>	<p>The proposal will impact:</p> <ul style="list-style-type: none"> • pupils currently attending Starhurst School • pupils currently attending Chart Wood School • staff at Starhurst School • staff at Chart Wood School • parents and families of young men with SEMH education needs, either currently attending Starhurst School or Chart Wood School, or likely to attend in future.

6. Sources of information

Engagement carried out

A consultation started on 8 February 2016 and finished on 8 March 2016. Three public consultation meetings were held, one at Chart Wood School on 22 February and two at Starhurst School on 26 February and on 1 March 2016. Altogether there were over 80 attendees across the three meetings.

A survey was published on the Surrey County Council consultation website 'Surrey Says' between 8 February and 8 March 2016. A total of 13 responses were received and analysed. Of the 13 responses, 54% agreed with the proposal, 38% disagreed with the proposal; and 8% did not know or offer a position.

Consultation packs detailing the proposal were distributed to all staff and parents at Starhurst School and Chart Wood School.

Statutory notices were published 8 March 2017 and ran for a period of 4 weeks. These were posted on the school gate, published in the local press, and on the 'Surrey Says' website. There was one response which disagreed with the proposal.

Data used

- School census records of children currently on roll at Starhurst School
- School census records of children currently on roll at Chart Wood School
- Office for National Statistics
<https://www.neighbourhood.statistics.gov.uk/dissemination/>
- English indices of deprivation 2015
<https://www.gov.uk/government/statistics/english-indices-of-deprivation-2015>
- Data received from Chart Wood School – March 2017

7. Impact of the new/amended policy, service or function

7a. Impact of the proposals on residents and service users with protected characteristics

Page 26

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence																
Age	No impacts identified	No impacts identified	Not applicable																
Disability	Purpose built facilities for pupils with this type of need with fully accessible accommodation and facilities.	Some pupils with a disability may find change difficult. The reduction in residential places may also affect the pupils and their families.	All pupils attending Chart Wood and Starhurst Schools have social, emotional and mental health difficulties. Some pupils may also have an additional disability.																
Gender reassignment	No impacts identified	No impacts identified	Not applicable																
Pregnancy and maternity	No impacts identified	No impacts identified	Not applicable																
Race	No impacts identified	No impacts identified	<p>Data taken from the most recent school census for Chart Wood School. The majority of the pupils on roll at the school are White - British. Approximately 13% of pupils are from minority groups.</p> <table border="1"> <thead> <tr> <th>Ethnicity Description</th> <th>% of Pupils</th> </tr> </thead> <tbody> <tr> <td>Pakistani</td> <td>1%</td> </tr> <tr> <td>Black Caribbean</td> <td>1%</td> </tr> <tr> <td>White and Asian</td> <td>1%</td> </tr> <tr> <td>White and Black Caribbean</td> <td>1%</td> </tr> <tr> <td>Refused</td> <td>3%</td> </tr> <tr> <td>White - British</td> <td>86%</td> </tr> <tr> <td>White - European</td> <td>1%</td> </tr> </tbody> </table>	Ethnicity Description	% of Pupils	Pakistani	1%	Black Caribbean	1%	White and Asian	1%	White and Black Caribbean	1%	Refused	3%	White - British	86%	White - European	1%
Ethnicity Description	% of Pupils																		
Pakistani	1%																		
Black Caribbean	1%																		
White and Asian	1%																		
White and Black Caribbean	1%																		
Refused	3%																		
White - British	86%																		
White - European	1%																		

			White - Irish	1%																																												
			White - Other	1%																																												
			Gypsy / Roma	3%																																												
Religion and belief	No impacts identified	No impacts identified	Not applicable																																													
Sex	No impacts identified	No impacts identified	Not applicable																																													
Sexual orientation	No impacts identified	No impacts identified	Not applicable																																													
Marriage and civil partnerships	No impacts identified	No impacts identified	Not applicable																																													
Carers (protected by association)	No impacts identified	No impacts identified	Not applicable																																													
Socio Economic factors	Pupils from lower income families may not have their own transport, and would have greater opportunities to develop social friendships on school transport if this is shared with other pupils.	Opportunities for pupils to socialise with peers during residential time is reduced.	11% of pupils on roll at Chart Wood and Starhurst School are resident in areas of relatively high deprivation (across both sites).																																													
	Some pupils may have their journey time reduced if they live nearer to the new site.	Some children may have increased travel time to school if they live further away from the new site.	<table border="1"> <thead> <tr> <th>LSOA code</th> <th>LSOA name</th> <th>Deprivation level</th> <th>Deprivation Index</th> <th>% of resident children attending Chart Wood</th> </tr> </thead> <tbody> <tr> <td>E01030599</td> <td>Reigate and Banstead 008A</td> <td>2</td> <td>6373</td> <td>1%</td> </tr> <tr> <td>E01030901</td> <td>Waverley 002E</td> <td>3</td> <td>7232</td> <td>2%</td> </tr> <tr> <td>E01030744</td> <td>Spelthorne 001B</td> <td>3</td> <td>7683</td> <td>1%</td> </tr> <tr> <td>E01030547</td> <td>Mole Valley 011D</td> <td>3</td> <td>8467</td> <td>2%</td> </tr> <tr> <td>E01030400</td> <td>Epsom and Ewell 002C</td> <td>3</td> <td>8598</td> <td>1%</td> </tr> <tr> <td>E01030354</td> <td>Elmbridge 008A</td> <td>3</td> <td>9115</td> <td>1%</td> </tr> <tr> <td>E01030578</td> <td>Reigate and Banstead 018D</td> <td>3</td> <td>9677</td> <td>2%</td> </tr> <tr> <td colspan="4"></td> <td>11%</td> </tr> </tbody> </table>	LSOA code	LSOA name	Deprivation level	Deprivation Index	% of resident children attending Chart Wood	E01030599	Reigate and Banstead 008A	2	6373	1%	E01030901	Waverley 002E	3	7232	2%	E01030744	Spelthorne 001B	3	7683	1%	E01030547	Mole Valley 011D	3	8467	2%	E01030400	Epsom and Ewell 002C	3	8598	1%	E01030354	Elmbridge 008A	3	9115	1%	E01030578	Reigate and Banstead 018D	3	9677	2%					11%
LSOA code	LSOA name	Deprivation level	Deprivation Index	% of resident children attending Chart Wood																																												
E01030599	Reigate and Banstead 008A	2	6373	1%																																												
E01030901	Waverley 002E	3	7232	2%																																												
E01030744	Spelthorne 001B	3	7683	1%																																												
E01030547	Mole Valley 011D	3	8467	2%																																												
E01030400	Epsom and Ewell 002C	3	8598	1%																																												
E01030354	Elmbridge 008A	3	9115	1%																																												
E01030578	Reigate and Banstead 018D	3	9677	2%																																												
				11%																																												

7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	Older staff may be able to take early retirement if they wish	Older staff may be at risk of redundancy or early retirement and may not be able to find alternative employment or be able to afford early retirement	28% of the staff employed at the school are over the age of 55
Disability	No impact identified	No impact identified	Not applicable
Gender reassignment	No impact identified	No impact identified	Not applicable
Pregnancy and maternity	No impact identified	Pregnant staff may have increased travel in regard to keeping ante-natal appointments. This may impact on time out of work	1% of the staff employed at the school are pregnant/on maternity leave
Race	No impact identified	No impact identified	Not applicable
Religion and belief	No impact identified	No impact identified	Not applicable
Sex	No impact identified	No impact identified	Not applicable
Sexual orientation	No impact identified	No impact identified	Not applicable
Marriage and civil partnerships	No impact identified	No impact identified	Not applicable
Carers (protected by association)	No impact identified	No impact identified	Not applicable

8. Amendments to the proposals

Change	Reason for change
No amendments have been made to the proposals	

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
Potential negative impact: some pupils with a disability may find change difficult.	Work will be required to prepare students for changes that will be happening in the future.	Ongoing	School
Potential positive impact: some pupils may have physical disabilities or needs	Fully accessible building and facilities	Sept 2019	LA
Potential negative impact: socio-economic factors related to the reduction in residential places may also affect the pupils and their families.	No actions required as the reduction reflects the number of pupils currently accessing the provision.	N/A	N/A
Potential positive impact: a higher number of pupils live closer to the Dorking site and are likely to have reduced travel times	Monitor impact on travel times	Sept 2019 onwards	LA
Potential negative impact: age of staff	The following work will be carried out to ensure that staff are being supported appropriately through the change. Curriculum Vitae support and careers counselling will be provided. Staff will be entitled to redeployment and will be supported through this process. All staff over 55 who are made redundant will be entitled to early release of their pension should they be unsuccessful with redeployment.	Ongoing basis, to be completed by July 2019	School, LA and HR representatives

3

<p>Potential negative impact: pregnancy and maternity for staff</p>	<p>Appropriate time allowance for staff to attend ante-natal appointments. Keeping in touch specifically raising future changes throughout maternity periods to ensure that staff members are fully informed and consulted on changes.</p>	<p>Ongoing basis, to be completed by July 2019</p>	<p>School and HR representatives</p>
---	--	---	---

10. Potential negative impacts that cannot be mitigated

<p>Potential negative impact</p>	<p>Protected characteristic(s) that could be affected</p>
<p>N/A</p>	

11. Summary of key impacts and actions

<p>Information and engagement underpinning equalities analysis</p>	<p>Some data provided by school Some data collected from centrally available sources Consultation period and meetings where respondents provided data Statutory notice period where respondents provided data</p>
<p>Key impacts (positive and/or negative) on people with protected characteristics</p>	<p>Pupils with a disability finding change difficult (negative) Fully accessible buildings for pupils with a physical disability (positive) Reduction in residential places (negative) Reduced journey times (positive) Age of staff (negative) Staff pregnancy and maternity (negative)</p>
<p>Changes you have made to the proposal as a result of the EIA</p>	<p>No changes made</p>
<p>Key mitigating actions planned to address any outstanding negative impacts</p>	<p>Fully preparing pupils for future changes Additional support for staff over 55 Additional support for staff relating to pregnant and maternity</p>
<p>Potential negative impacts that cannot be mitigated</p>	<p>None</p>

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank